

A photograph of the Chicago skyline at sunset. The sun is low on the horizon, casting a warm, golden glow over the city. The sky is filled with dramatic, dark clouds. The Willis Tower is the most prominent building in the center, with its spire reaching towards the top of the frame. Other skyscrapers of varying heights and architectural styles are visible in the background and foreground.

*Chicago*

# Hospitality Human Resources Association

February 12, 2025 | Diana Lerma  
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# Agenda

- Immigration: ICE Raids/Audits
- Diversity, Equity & Inclusion
- Gender Ideology
- Labor Relations
- Still coming: No Tax on Tips



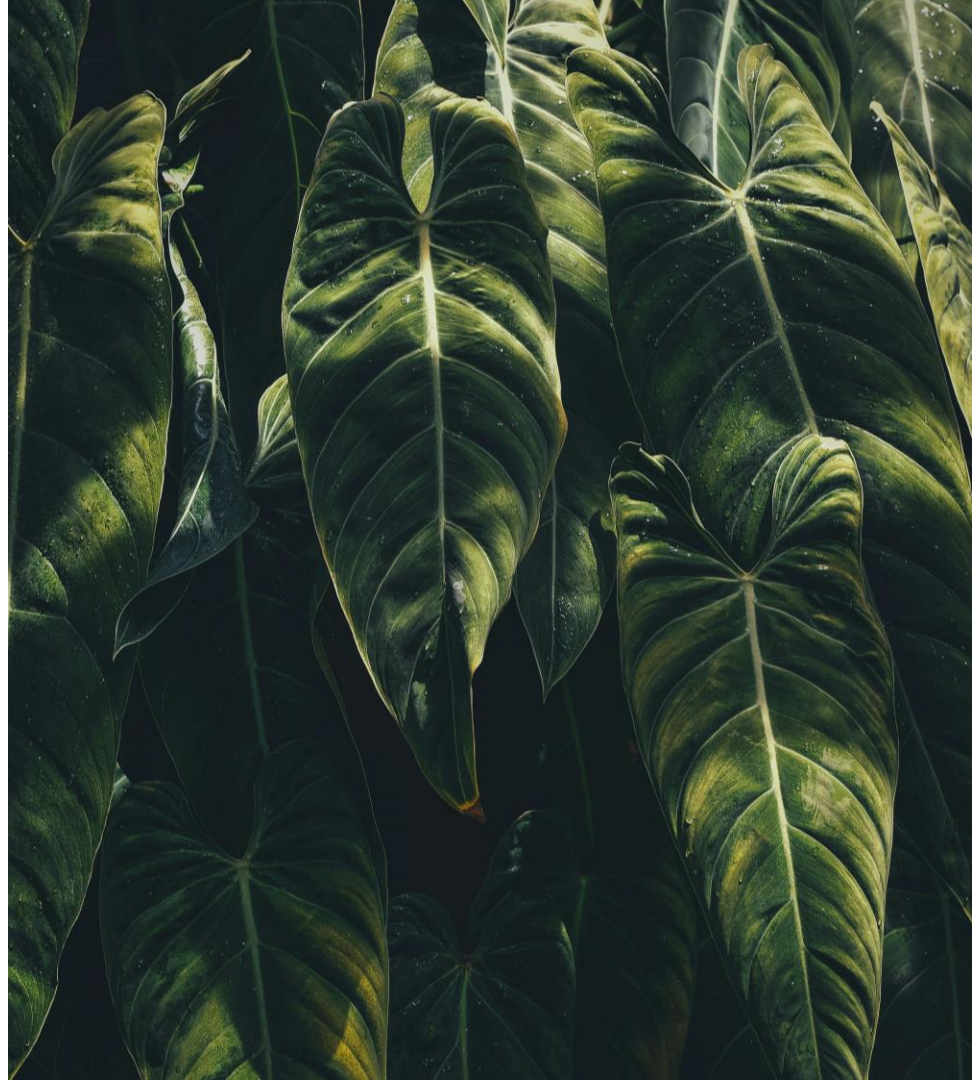
# Immigration

- Terminated 2021 and 2023 designation for Venezuela
- 2021 designation expires 9/10/25
- 2023 designation expires 4/2/25
- During on-boarding check country of birth on EAD



# I-9 Audits

- Notice of Inspection (3 business days' notice)
- IL, CA, OR – must provide notice to employees within 72 hours
- 2 Binders (current employees & separated employees three years after the date of hire, or one year after the date employment ends, whichever is later)
- Best Practice: Yearly audit (mind the timing)





# Raids

- **Judicial warrant** (search/seizure/arrest): Signed by a judge. Allows access to areas with reasonable expectation of privacy.
- **Administrative warrant:** Issued by Dept. Homeland Security. Allows access to public areas.
- **Sanctuary Cities = No assistance from local law enforcement**

# Best Practices

- Train front line managers, supervisors and employees
  - Who should be informed ?
  - Who will accompany agents while on property?
  - Note:
    - Search limited to warrant ONLY
    - Names of all agents
    - Accompany agents
    - Track everything searched and/or taken
- Advise Union/3<sup>rd</sup> Party Companies

“Without a judicial warrant I am unable to give you access to non-public areas of the hotel.”

# Speaking Points

- Aware of media surrounding raids.
- We have no reason to believe we will be targeted in raid.
- Law enforcement (ICE or otherwise) will only be allowed access to private areas with a judicial warrant.
- In case of I-9 audit, we will provide notice.



# Diversity, Equity, & Inclusion

- Hire the best qualified candidate.
- Federal contractor v. Private sector
- Continue to comply with EEO-1 and other reporting requirements





# Gender Ideology

- Trump Executive Order removed idea of “gender identity” from federal anti-discrimination laws.
- Still protected in Illinois.
- EEOC will have majority republican commissioners



# Labor Relations

- Fired: NLRB General Counsel Abruzzo and Democratic Board Member Gwynne Wilcox
- Hired William B. Cowen (prior regional director for LA)





# More to Come

No tax on tips  
Overtime



Q&A

